



HR CONNECTION

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

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October 2023

THE PRESIDENT'S POST

ELEVATE HR: ACTIVATING THE SUPERHERO IN YOU



As we reflect on the accomplishments of our chapter this year, I am filled with pride at the strides we have made. As the President of this chapter, I have had the privilege of witnessing firsthand the dedication and hard work of our members. I am thrilled to say that we have been achieving great things this year, and we can attribute our success to the vital role that HR plays in any organization.

From leading the charge on diversity and inclusion initiatives to providing invaluable support in navigating the challenges of remote work, our members have been making a real difference in their respective workplaces. I am confident that we will continue to uphold our commitment to excellence as we approach the last quarter of the year.

As we gear up for the final stretch, I want to encourage you to stay focused and motivated. Let's work together to achieve our goals and exceed expectations. Remember, we are here to support each other, and I am confident that we can all crush it in the last quarter.

I would also like to take this opportunity to remind you of the value that SHRM Montgomery provides to your success. Our organization offers a platform to connect with other HR professionals, access to valuable resources and tools, and opportunities for professional development. I cannot stress enough the importance of taking advantage of these opportunities. By getting involved with our board and participating in our events, you can expand your network, further your knowledge, and enhance your career prospects.

Let's finish the year strong and continue to make a meaningful impact in our organizations and the HR community. Together, we can achieve great things and pave the way for a brighter future.



SPONSOR

EXCELSIOR STAFFING
Platinum Level Sponsor

"Answering the call for diversity in the modern workforce."

ES EXCELSIOR STAFFING

The banner features a grid of 14 diverse individuals of various ethnicities and ages, with the Excelsior Staffing logo prominently displayed in the center.



GOLD SPONSOR

We would like to recognize that the September SHRM-Montgomery monthly meeting was sponsored by...



**COLUMBIA
SOUTHERN
UNIVERSITY**



Date: Thursday, October 19, 2023
Topic: A Quiet Space in the Workplace
Speaker: Amy Anderson, Reclamation Center of Alabama
Time: 11:30am – 1:00pm
Lunch Meeting


Location: Montgomery Country Club (MCC)
 3001 Narrow Lane Road
 Montgomery, AL 36106




MONTGOMERY COUNTRY CLUB



CONNECT WITH US

 <https://www.facebook.com/shrmmontgomerychapter.chapter>

 <http://linkedin.com/in/shrm-montgomery-51125a19>

Save the Date
 for the following topics:

November 16, 2023: Mental Health: A Pathway to Wellness
 December 2023: Social & Networking Event

Post Card

SPEAKERS:
 November: Kwatasian Hunt ~ Department of Finance, Division of Risk Management (DORM)
 December: Social & Networking Event

***Please go to <http://shrmmontgomery.shrm.org> and click the "Meeting and Events" tab to register.

We will be following all CDC and Social Distancing guidelines. There is no cost for All-Inclusive members. The cost for Basic members is \$20 and guest fee is \$35.

Reservations must be made by 12:00pm on Friday, October 13, 2023 by logging into your account on the SHRM Montgomery website. **The number of attendees determines if we will have a buffet or plated meal, so please be mindful of the deadline.** ALL SHRM Montgomery members, guests, and students who register for a meeting/lunch and does not attend/cancel will be subject to a cancellation fee as the Chapter is responsible for the cost of reserved meals. Cancellations should be emailed to SHRMMontgomery0092@gmail.com by 12:00pm on Friday, October 13, 2023.



October Meeting



A QUIET SPACE IN THE WORKPLACE

Amy Anderson
Reclamation Center of Alabama,
LLC & Rca Foundation

[REGISTER NOW](#)



19, OCTOBER 2023



11:30-1:00

MONTGOMERY COUNTRY CLUB
3001 NARROW LANE RD,
MONTGOMERY, AL 36106





\$1000 STUDENT SCHOLARSHIP PROGRAM 2023

**TO THE FUTURE HR
PROFESSIONAL!**

ELIGIBILITY

- Student anticipating enrollment or enrolled in a degree-seeking HR-related program
- GPA of 3.0 or higher
- ACT/SAT score submission
- Application submitted by October 31, 2023

FOR MORE INFO

 <https://shrmmontgomery.shrm.org>



STUDENT SCHOLARSHIP APPLICATION

Eligibility Requirements

- Student anticipating enrollment or enrolled in an undergraduate program, such as human resources or a related course of study from a regionally accredited institution of higher learning for the Fall 2023-2024 academic year
- Cumulative GPA of 3.0 or higher on a 4.0 scale
- Application submission by October 31, 2023

Full Name :

Full Address :

E-Mail :

Academic Major : SHRM-Montgomery member referral Yes No

Phone : Member Name :

Select all items that apply to you?

<input type="checkbox"/> Current high school senior	<input type="checkbox"/> Full-time student in 2023/2024 academic year
<input type="checkbox"/> High school graduate	<input type="checkbox"/> Part-time student in 2023/2024 academic year
<input type="checkbox"/> Anticipated Bachelors	<input type="checkbox"/> Human resource major
<input type="checkbox"/> Anticipated Associates	<input type="checkbox"/> Other related major <input type="text"/>

Institution of attendance :

GPA : ACT/SAT Score :

Please ensure the following

<input type="checkbox"/> Completion of application	<input type="checkbox"/> One page purpose statement explaining your interest in human resources, list community service, awards, and any relevant special recognition.
<input type="checkbox"/> Transcript & ACT/SAT score submission	
<input type="checkbox"/> Letter of recommendation	

More Information :
<https://shrmmontgomery.shrm.org>

Contact Us

- P. O. Box 231056 Montgomery, AL 36123
- SHRMMontgomery0092@gmail.com

 Signature Of Applicant

By signing, I affirm that I plan to attend college in academic year 2023/2024. I give permission to officials of my institution to release transcripts of my academic record for consideration in the SHRM-Montgomery Scholarship program. If selected, I agree to attend an interview with the chapter board. I affirm this application, including my purpose statement, is true and accurate to the best of my knowledge.



Thomas Anile

How did you end up in HR?

After finishing college, I knew that I wanted to go into a career where I could work closely with people and where I could create a positive impact in my workplace. I ended up getting hired by a local staffing agency as an onsite supervisor which led to a recruiter role and eventually to an HR role. I have been happily employed in the field of HR ever since!

What drives you to work so hard in the HR Field?

What drives me the most is the direct impact I have on my coworkers' happiness! The workplace can be such a stressful place but with the right attitude and effort, I know that my decisions and actions can make the workplace a better place to be for my peers.

Tell us about yourself

I have lived in the Montgomery area for most of my life and just recently married the love of my life! In my downtime, I enjoy hiking, going for walks with our dog, and playing board games with family and friends. I am very passionate about the field of HR and am always looking for ways to learn more. I have a Master of Science in Human Resource Management from Troy Montgomery and am SHRM-SCP certified.

Why are you a member of SHRM?

I am a SHRM Montgomery member for many reasons. I enjoy interacting with my peers and growing new connections with other HR professionals. I also desire to stay abreast of upcoming laws and policies that impact my job and the company that I work for, and the SHRM Montgomery monthly meetings and updates help me to accomplish this. SHRM Montgomery meetings are certified and allow me to gain credits toward my professional certification, and as an added bonus, the food is always delicious!



Become a SHRM-Montgomery HeRo with us!!

THE FORUM

For **HOT TOPICS**, please visit the “BLOG” section of our website. This is a place where you can ask questions and get feedback from our members about hot topics, situations, and/or problems you are experiencing.

HR PROFESSIONALS

Check out the latest edition of the HR Professionals Magazine on our website by following the link below:

<https://shrmmongomery.shrm.org/news>



Effective May 2023, a monthly meeting lunch fee will be required if 2023 membership dues have not been paid.



“I can’t change the direction of the wind, but I can adjust my sails to always meet my destination.”

~Jimmy Dean



SHRM-GRAPEVINE: RECRUIT NEW MEMBERS

Encourage current and future HR professionals to join our Chapter. SHRM Montgomery offers opportunities to meet their peers, to exchange ideas and discuss problems through monthly meetings, occasional seminars, legal updates and website information.

We welcome them to use our site as a resource and encourage them to check back frequently for updated information. We also encourage their involvement and suggestions about all of our activities and events.

We look forward to seeing them at an upcoming meeting or event.

For more information, or to enlighten us in the following areas with your thoughts and recommendation(s); please contact...

Quote/Pun Intended/Newsletter Ideas: **Tawanna Bedgood** at tawanna.bedgood@abc.alabama.gov

Workforce Readiness: **Robin Ricks** at robin@manufacturealabama.org

Speaker(s): **Janet Chappell** at janetchappell@live.com

Sponsorship(s): **Janet Chappell** at janetchappell@live.com **OR**
Cierra Belser at careercoachalabama@gmail.com

Hello SHRM Montgomery Members,

I am Robin Ricks, and I serve as your workforce readiness representative on the SHRM Montgomery Board.

I understand that there are a multitude of organizations that support workforce development and workforce readiness in our area, and through this area of our newsletter we hope to simplify finding and accessing some of those resources.

Here you will see pictured a menu of programs that you can access at little to no cost to your organization. In this issue, I would like to introduce you to Central AlabamaWorks! The team at Central AlabamaWorks! are here to support workforce efforts of business and industry in the 13 counties that make up central Alabama, including Montgomery.

We will return with additional information in future monthly issues, and please feel free to reach out to me if you have questions in the meantime.

Wishing you a Happy and Fully Staffed Year!

Robin Ricks

robin@manufacturealabama.org

The graphic is a dark grey rectangle with a red triangle on the left side. The text 'Workforce Menu' is written in a white, cursive font in the red triangle. Below it, the Central Alabama Works! logo (a stylized 'A' made of three curved lines) is centered. Underneath the logo, 'CENTRAL ALABAMA WORKS!' is written in a bold, white, sans-serif font. At the bottom left, 'A la carte' is written in a dark blue, cursive font. To the right of the logo, there are two white boxes with dark blue text: 'Train your Own' and 'Grow your Own'. Below these boxes are two columns of text listing programs for 'NEW EMPLOYEES', 'EXISTING EMPLOYEES', and 'COMMUNITY COLLEGES'. At the bottom, contact information for Gindi Prutzman is provided.

Workforce Menu

Train your Own

NEW EMPLOYEES

- Work Based Learning
- On the Job Training
- Alabama Workforce Stabilization Program

EXISTING EMPLOYEES

- Leadership Training
- Alabama Workforce Stabilization Program
- Existing Industry Training Program
- Incumbent Worker Training Program

Grow your Own

COMMUNITY COLLEGES

- FAME (Federation for Advanced Manufacturing Education)
- Apprenticeship
- Work Based Learning
- Ready To Work
- Adult Education
- K-12**

- Career Discovery
- Career Tech Programs
- Tours (virtual/in-person)
- Work Based Learning
- Mock Interviews
- Ready To Work
- Signing Days

CENTRAL ALABAMA WORKS!

A la carte

For more information, contact Gindi Prutzman.
gprutzman@centralalabamaworks.com / 334-300-8592



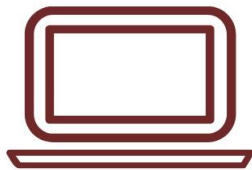
To register, please click the following link:

[SHRM24 Annual Conference - World's Largest HR Convention](#)

We would like to express our appreciation to our outstanding sponsor(s) for the immeasurable display of generosity towards us. It is our hope that this partnership progresses to even greater endeavors.

BECOME A SPONSOR! GET YOUR BUSINESS AND SERVICES NOTICED!

SHRM MONTGOMERY



WHY SHOULD I BE A SHRM MONTGOMERY SPONSOR?

SHRM Montgomery's Mission is to provide networking opportunities, foster closer cooperation, and facilitate the exchange of information and ideas between human resource(HR) professionals. This means that as a sponsor, your business will have the opportunity to promote and share your product with over 100 HR professionals and partners across the River Region. Our Platinum, Gold and Silver sponsorships give you the opportunity to connect with the area's top decision makers.

BRANDING

Your business will be branded on social media and highlighted on chapter literature and communication as well as our website to maximize exposure to our members.

MARKETING

Marketing your business has become a challenge during the pandemic. Partnering with SHRM Montgomery will allow you maximum visibility with our members.

PUBLIC RELATIONS

Getting in front of top decision makers is difficult these days. Our sponsorship levels allow you to maximize your exposure to the companies that directly seek your products and services to help them run efficiently.

2023 BOARD MEMBERS



President - Cierra Belser



Treasurer - Barbara Alexander



Membership - Andrea Jordan, SHRM-CP, PHR



Programs Chair - Janet Chappell



Webmaster - Tara McDowell



Newsletter - Tawanna Bedgood



Secretary Co-Chair - Tara Gibson, SHRM-CP, PHR



New Member Engagement - Susan Story, SHRM-SCP



Governmental Affairs/Legislative - Mike Polis



SHRM Foundation - Stefanie Player



Certifications - Thomas Anile, SHRM-SCP



Workforce Readiness - Robin Ricks



College Relations - Jonelle McCollough